D. RECOMMENDATIONS

I. Measures to improve the social context within which the Lagos Plan of Action must be implemented

The Demographic situation

Whereas, the present age structure of the African population is such that on an average close to 45 per cent of the total population is below the age of 15,

Whereas, such an age structure implies a high dependency ratio which in turn depresses the propensity of the labour force to save and exerts pressure on governments to increase expenditure on social services,

Whereas this low propensity to save militates against a nation's ability to mobilize sufficient resources for investment,

Whereas, low life expectancy at birth shortens the productive life and therefore, entails low returns on investment on education and training, it is therefore recommended that:

1. Member States of the OAU formulate, elaborat and implement population and family policies appropriate for the realities of their own countries so as to:

(a) reduce the dependency ratio over time

(b) strike a balance between population and resources

(c) reauce the burden of excessive child birth on women thereby reducing the detrimental effects of this on the health of the mother and thus making it possible for women to participate effectively in general development efforts

(d) reduce the unacceptable high rate of infant mortality which is still to some extent associated with a high fertility rate.

2. A network of Maternal and Child health services and general health services as well as a comprehensive programme of primary health education should be developed so as to provide more effective services to mothers and children in the areas of:

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(a) Prenatal and post natal supervision of mothers

(b) Family life education and responsible parenthood so as to enable parents to make informed decisions about the number of children they want and they can afford

(c) Educating mothers and fathers about nutrition for family members of various ages with particular reference to the nutritional requirements of children

(d) Community health through the promotion of basic health services.

II. Measures to improve the quality of human resources

Whereas, the illiteracy rate among African population is unacceptably high;

Whereas, this state of affairs has a direct bearing on the productivity of the labour force;

Whereas, significant proportions of the primary and secondary school age populations have no access to educational opportunities;

Whereas, the proportion of girls within primary and secondary school age groups is much lower than that of boys;

Whereas, curricula at both the first and second levels are heavily based towards letters and are lacking in vocational and technical content resulting in a situation where children leave school for one reason or another with little or no practical skill, it is therefore, recommended that:

1. Member States of the OAU mobilize all available resources (material and human) to eradicate illiteracy among adults within as short a time as possible in order to increase the information absorption capacity of the labour force and thereby improve productivity.

2. Parallel and concomitant with the above reading materials must be prepared and made available to neo-literates via such public structures as community libraries and centres These materials should be of such a nature that they deal with problems of life in general and must impart knowledge and skill on such matters as health, family life, production etc.

3. Increased efforts be made by member States to assure the universalization of opportunities for primary education for all children regardless of sex, religion, ethnic affiliation and place of residence.

4. Systems must be created which will make it possible for children and youth with little aptitude for academic pursuits to be trucked into vocational streams.

5. Special efforts be made to reformulating curricular content at the first and second levels of education with the view of increasing their vocational and technical content and making them more relevant to local needs and circumstances.

6. At the third level science and technology be given prominence.

III. Measures to improve the status of women and increase their opportunities for involvement in national development efforts

Whereas, the engagement of women in a variety of non-domestic activities is prescribed by traditional behaviour patterns, social structures and taboos,

Whereas, the limitations set by traditional values and religious doctrines on the right of women for education have direct bearings on the practice of consigning a woman to low status occ it is therefore recommended that:

1. African Governments and educational institutions launch a campaign to change present attitudes towards the place of women in society and take concrete measures to change the status of women in society.

2. Governments increase efforts to achieve the equalization of educational opportunity for the sexes.

3. Governments take immediate measures to abolish discriminatory policies in employment, wages and conditions of work. The principle of equal opportunity for employment, promotions and the extension of equal protection to all workers regardless of sex, colour tribal application must be accepted both de facto and de jure.

4. Since early marriage and the burdens of teen-age or adolescent maternity are some of the factors that force women to discontinue participation in formal education , the legal age marriage should be raised significantly and family life education and related services must be made available in adequate scope and quality to young people in order to protect young girls from the burdens of early maternity.

5. Organizations such as the Pan African Organization for Women which plays advocacy roles in promoting policies to improve the economic, social and political status of women in Africa must receive political support and material and from member nations via the OAU so that they will perform their tasks adequately and effectively.

6. In order to enhance the quality of their participation in development efforts and in order to improve the levels of their productivity, opportunity for non-formal education focusing on imparting new skills such as in agriculture animal husbandry, home management etc. should be opened to women.

7. In order to give women the opportunity to participate in wage earning occupations in the formal sector, governments should establish a network of creches, day care centers, etc.

8. In order to help relieve women from the drudgery of their daily chores at home and outside, they should be introduced to modern techniques so that they can benefit from the products of appropriate technology and also be encouraged to participate in development activities. In addition adequate legal and social protections be extended to them, particularly in respect of maternity leave.

IV. Measures to deal with the problems of youth unemployment

Whereas, there are large but an indeterminate numbers of young people who are prematurely out of school for a variety of reasons,

Whereas, upon leaving school they are not adequately equipped with any sort of productive and marketable skills, on account of the fact most educational systems are elikist in character,

Whereas if opportunities are not created for a creative and productive outlets for their pent up youthful energies they are likely to drift towards anti-social and deviant behaviour representing a threat to the social fabric, it is, therefore, recommended that:

1. African governments create a network of skill and vocational training facilities in order to prepare out of school youth for productive employment in appropriate sectors of the national economy;

2. Governments create opportunities for continuing education for youths who have prematurely left school, through the instrumentality of evening institutes in urban areas and through correspondence education for those who live and work in remote areas;

3. Governments should consider the establishment of national youths service programs where they do not exist and strengthen those which are already in existence with the view of tapping youthful energy for development purposes.

V. Measures to prevent disability and rehabilitate those who are already disabled

Whereas many forms of physical disability are caused by preventable diseases such as polio, small pox and are also a result of congenital malformations;

Whereas malnutrition in infancy and early childhood is one of major causes of physical and mental deficiencies;

Whereas, the problem of prevention and care of disability is usually accorded low priority thereby resulting in a considerable wastage of human resources and increase the cost of maintaining the disabled it is therefore recommended that:

1. Governments institute an immunization service against such diseases as polio, diphtheria, whooping-cough, small pox and measles etc. and hold parents responsible for ensuring that their children obtain vaccines at the appropriate time interval

2. Governments establish research facilities whose main functions it is to identify foodstuffs which provide maximum nutritional advantage and disseminate information about their use and create production and distribution mechanisms;

3. Governments establish outpatient services in the field of gynaecology and obstetrics so that expectant mothers can receive adequate care to avoid possible physical and mental retardation of children;

4. Governments establish centres for rehabilitation services for people affected with disabilities. These centres should combine medical and occupational rehabilitation components;

5. In conjunction with (4) above governments should create an occupational placement service whose main responsibilities should be to place rehabilitated persons in suitable occupations.

VI. Measures to deal with the problems of refugees

Whereas refugees represent a manpower drain to the countries they leave and often a burden to the countries of asylum;

Whereas it is necessary for member States of the OAU to take collective responsibility for the well being of persons who are in refugee status as a result of economic, social and political deprivation in their own lands,

Whereas it is necessary for the OAU and the appropriate bodies of the United Nations to safeguard the fundamental rights of persons in refugee status, whether they are in the continent or outside of it, it is therefore recommended that:

1. Member States intensify their efforts to increase the economic, social and other conditions that tend to serve as push factors for refugees.

2. Member States should continue to exert all necessary collective efforts to force minority racist andoppressive regimes to radically change their policies to African populations;

3. The OAU should do all it can to promote peace among neighbouring countries and seek ways and means of getting member nations to comply with the charters of the OAU and the United Nations;

4. Material and technical assistance should be extended to Front Line States in Southern Africa so that they can effectively discharge the responsibility of providing adequate care to victims of the regime,apartheid and the national liberation movements;

5. Efforts must be made by the OAU and the appropriate United Nations Agencies to facilitate the placement of refugees in ways that will fairly distribute the burden across the continent;

6. In line with No.5 above, agencies be established at the regional and subregional level to:

(a) build an information bank about employment and training possibilities in various parts of the continent:

(b) serve as first stage reception and processing centres and make initial arrangements for temporary care;

(c) assess skill levels of recently arrived refugees with the view of using this assessment as a basis for exploring placement possibilities in potential countries of asylum;

(d) provide refugees destined to go to a given country with orientation about the political economic and social conditions of that country

(e) work out a contractual agreement between the processing agency as defined in this section and the appropriate authorities in the country of asylum in order to ensure that refugees enjoy as much of the basic human rights as the conditions of the country permit.

7. In the country of permanent asylum there should be reception centres, the functions of which will be to:

(a) receive new arrivals and provide them with temporary care until such time as these new arrivals are placed in training and/or job programmes

(b) provide counselling services to facilitate the adjustment of the new refugees with the new environment

(c) work towards the eventual integration of refugees with the host society through such means as opening up access of refugee children to the educational system and whenever possible promote residential integration of refugees with the larger community.

VII. Social policy measures to be taken in anticipation of adverse social consequences of the implementation of the Lagos Plan of Action

A. Agricultural Development

Whereas, as a result of low priority accorded to agriculture in development planning and the great emphasis placed on cash crop production in the past, the food situation in Africa is assuming serious proportions, whereby Africa has become a net importer of food,

Recognizing the fact that the Lagos Plan of Action accords high priority to the modernization of agriculture

Convinced that by and large nothing but benefits could accrue from their effort,

Whereas, at the same time it is important to recognize that the type of production strategy (capital or labour intensive) to be adopted will affect the pattern of utilization of labour and hence will have an impact on rural unemployment and underemployment;

Whereas, it is important to recognize that there are institutional impediments such as the behaviour of landlords, uneconomical and fragmented patterms of land holding that contribute to the stagnancy in the agricultural sector, since farmers lack the incentive to increase production, it is therefore recommended, that:

1. Member States formulate and implement a far reaching agrarian reform programmes with utmost urgency.

2. Governments of the Region create research programmes and production facilities to adapt such production technologies as would be suitable for African realities;

3. Governments formulate and implement, with utmost urgency, policies concerning soil conservation, tapping sources of water generally reforestation and other steps to maintain ecological equilibrium in rural areas;

4. Governments formulate and implement improved range-management programmes which focus on the facilitation of eventual sedentarization of nomadic pastoralists, by gradually circumscribing areas of movement and simultaneously creating basic and necessary social infrastructure such as schools, health facilities, housing, markets etc.

5. In order to improve productivity, Governments launch massive campaigns aiming at eradicating illiteracy among the agricultural population using all available manpower including students and the military.

6. Governments take decisive and speedy measures to expand the cooperative movement to embrace the food production subsector;

7. Governments accord priority in rural development schemes to the expansion of small scale and cottage industries with the view of minimizing the problems of rural unemployment and underemployment;

8. Governments get directly involved via state entrepreneurship, in large scale production of food, using appropriate technology with the view of increasing the food reserve;

9. Governments launch mass education programs designed to change traditional customs, taboos and attitudes concerning the utilization of food;

10. Governments organize a sustained campaign via agricultural extension and community development type of strategies to educate the agricultural population in improved methods of cultivation, harvesting, storage and processing of agricultural produce.

11. Governments wage educational campaigns against traditional values, customs and taboos which militate against production.

B. Industrial Development

Whereas, the Second Extraordinary Session of the Assembly of the African Heads of State and Government have called for decisive measures to be taken to stimulate the rapid industrialization of this continent,

Whereas the Heads of State and Government have stressed, at the said meeting, that industrialization policy should primarily focus on meeting the basic material needs of the populations of this continent,

Whereas, they have also underscored the centrality of industrialization as an effective instrument of winning for Africa its rightful place in the world market, it is, therefore, recommended that:

1. Governments adopt an industrialization policy based on considerations of relative and competitive advantage in terms of available raw materials;

2. Governments adopt as an integral part of industrialization policy that the merit of creating new industrial establishments must be evaluated not only from the point of view of adequate returns on investment but also from the points of view of their impacts on employment;

3. Governments consider the impact of the creation of new industrial establishments on agriculture;

4. Governments adopt a policy for the geographic decentralization of industries where this is feasible with the view of:

   (a) narrowing the gap in life styles between urban and rural populations;

(b) serving as a safety valve against excessive demands on limited urban employment capabilities and other social services;

(c) using the kind of industrialization as a means of rationalizing economic activity in the agricultural sector;

5. To realize the goals of a geographically decentralized industrial system, governments undertake the task of advanced planning in terms of:

(a) locating suitable sites for new industries;

(b) planning the physical layouts of the site on the basis of accepted zoning practices;

(c) providing housing and such other social facilities as schools, health facilities, markets, recreational facilities and so forth.

6. Governments set standards about methods of disposing industrial waste so as to protect the environment from pollution;

7. Governments promulgate regulations that ensure the protection of workers from occupational diseases and industrial accidents;

8. Governments adopt a system of remuneration that will stimulate industriousness, discipline and high productivity.

C. Science and Technology

Whereas one of the major causes of Africa's underdevelopment is the backwardness of technology,

Whereas, an indiscriminate transfer of technology from the industrialized countries to developing countries does not always serve useful purposes,

Whereas it is necessary to adapt science and technology to African social, cultural and economic realities, it is, therefore, recommended that:

1. Governments mount research programmes in the adaptation of science and technology to their countries' realities and needs;

2. Governments create a promotional system by means of which technologies so adapted to African realities gain acceptance by the public;

3. Efforts must be made to produce and market equipment at cost affordable by the average person;

4. With a view to using scientific practice in the field of agriculture, access of farmers to such production inputs as chemical fertilizers, pesticides, fungicides etc., Governments facilitate the availability of those through service or producers' cooperatives;

5. In order to improve the health status of the general population the quest for simple and yet efficient methods of providing adequate water supply for personal use and for irrigation must increase. In this respect the use of wind mills must be explored.

D. Measures to be taken to maximize the social benefits of the proposed expansion of an inter-African network of transport and communication

Whereas the Second Extraordinary Session of the Assembly of African Heads of State and Government have affirmed the usefulness of expanding a continental network of transportation and communication as a means of advancing the cause of collective self-reliance among African countries, by encouragi g free movement of people and goods across national boundaries.

Whereas, this is recognized as an effective means of promoting African unity,

Whereas it is also important to realize that at the same time, this is likely to have adverse consequences on existing patterns of population and manpower distribution, it is, therefore, recommended that:

1. Governments accord high priority to this worthwhile goal;

2. Governments develop migration policies which are neither too restrictive nor too permissive to allow movement of people across national boundaries;

3. In the case of joint economic projects such as heavy industries located in the territory of one of the partners labour allocations classified by skill be made on the basis of a quota allocation proportionate to the share of inputs to the project;

4. In the case of joint economic projects as defined under (3) above agreements be made among the partners concerning the rights of the workers deployed by reason of the partnership;

5. In order to promote greater understanding among the peoples of Africa and to advance the cause of African solidarity tourism by Africans within Africa must be actively promoted by working out international agreements among national transportation systems about low cost travel packages;

6. Governments encourage the exchange of video-taped programs depicting social life, culture, important news and events in different African countries until such time as an interafrican satellite communication system makes live broadcasting a reality.

E. Measures to be taken to maximize the social advantages of the possible discovery of alternate sources of energy

Whereas the importance and urgency of reducing Africa's excessive dependence on foreign sources of energy,

Whereas the spiralling cost of petroleum has adversely affected the development efforts of most African countries,

Whereas, there is no relief in sight from the economic tensions created by this trend,

Whereas it is important to realize that inspite of the economic advantages of a breakthrough in the development of reliable energy sources, there are likely to be social costs in the form of the disturbance of existing patterns of population settlement and adverse effects on the environment, it is, therefore, recommended that:

1. Governments undertake advanced planning for the ressettlement of people who will be affected by the location of new oil fields, coal mines, hydroelectric projects and nuclear plants;

2. Since the opening up of new sources of energy or the expansion of existing ones involves a large inflow of labour from outside, the likely size of this inflow be estimated in advance as part of the general feasibility study and arrangements be made for settlement including planning and implementation of programs of social services such as housing, education, health and recreation services, markets etc.

3. Standards about safety, ventilation and other protective measures be set in order to protect workers and communities from such hazards as resulting from coal dust, toxic fumes, radiation and other pollutants.

VIII. International co-operation in aspects of social development relevant to the Lagos Plan of Action

Whereas the battle cry in the war against underdevelopment is collective self-reliance,

Whereas it is realized that individually African countries lack sufficient resources to deal with crucial dimensions of social development needs such as the training of high level manpower and the building of a data bank in the fields of science and technology,

Whereas it is recognized that there are advantages of economies of scale to be derived from African countries engaging in collaborative efforts in the fields of manpower development, basic and applied research in the social sciences and in the fields of science and technology,

Whereas it is recognized that by reason of educational preparation and training, African development planners tend to prescribe development strateg of doubtful utility in the African context, it is, therefore, recommended t

1. Since no single University can attain excellence in all fields of training for high level manpower, each university should through subregional pooling of resources be designated to undertake the training of high level manpower to meet, even if only modestly, the high level manpower requirements of countries in the subregion;

2. Centres for basic and applied research be established in each subregio where scholars in the social science ·y engage in research activities aimed at increasing knowledge and understanding about the economic, social and cultural characteristics of African societies the patterns and dynamics of changes that are taking place and the implications of these for development policy;

3. That educational and research facilities specified under (1) and (2) be financed by contributions from member countries and to be subsidized through the solicitation of financial and technical assistance from bilateral and multilateral donor agencies;

4. An African institute in development be established the functions of which will be:

   (a) to continually engage in evaluating African experiences in development planning;

   (b) to train high and medium level development planning personnel;

   (c) to organize a multi-national and multidisciplinary team of experts in development to provide consultative services to african countries upon request.

5. To organize technical conferences, seminars and/or symposia for development planners in the region;

6. Governments accord high priority to the establishment, in conjunction with universities of known capability, of research centres for the development and adaptation of technologies suitable for African conditions. Among the functions of such centres should be to create systems of developing, testing, popularizing and distributing or marketing of these technologies.

7. As part of the effort to promote international cooperation in the training of social development personnel, African Governments through their ministries for social affairs extend technical and material assistance to the Association for Social Work Education in Africa (ASWEA) which has been serving as a Regional Coordinating body and clearing house of information since 1971.

D. RECOMMENDATIONS

IX. Establishment, administration and financing of ACARTSOD

1. The conceptual framework for social development and its implications for the role of ACARTSOD, the Five-year indicative plan for the Centre, the programme of work and activities of ACARTSOD for the biennium 1981-1982, the working relations of ACARTSOD with other insititutions, as contained in the report of the Tripoli Expert Group Meeting on ACARTSOD (Document ACARTSOD/EXP.80/RPT), were endorsed by the meeting which recommends to the ministerial Conference to formally adopt them to enable the Centre embark on its substantive work without further delay.

2. Concerning the accession to the Centre's constitution, the Inter-governmental Expert Group Meeting recommended that:

   (a) During the Third Conference of African Ministers of Social Affairs, plenipotentiaries should avail themselves of their presence in Addis Ababa to sign the Agreement establishing the Centre on behalf of their respective governments;

(b) A resolution be adopted by the Third Conference of African Ministers of Social Affairs appealing to all African governments, who have not yet done so, to sign the Agreement establishing the Centre and to have it ratified as early as possible; the OAU supreme political bodies should be called upon to endorse this appeal and to invite member States to contribute to the budget of the Centre.

3. The financing of the activities of the Centre should be assumed first and foremost by the African countries. However, while the primary responsibility for funding the Centre's activities and administrative machinery rests with the African countries, an appeal should be made to international organizations from within and outside the UN family, and to other donor agencies, to extend financial, technical and material assistance to ACARTSOD, especially during its first year of existence so that the Centre can establish itself firmly and make substantive contribution to the research and training needs of the whole region in the field of social development.

4. The Centre should make a study of its needs and resources in order to devise a realistic salary scale, draft or prepare appropriate staff rules and regulations and establish an Appointments and Promotions Board. These proposals should be submitted to its Governing Board for consideration and approval or submission to the Fourth Conference of African Ministers of Social Affairs.

5. Contribution to the budget of the Centre should be based on the OAU scale of assessment.

6. Article VIII of the Agreement of the Centre should be amended in due course so that five, rather than four, subregions, would be represented on the Governing Board.

X. Appointment of the Executive Director of ACARTSOD

The group, having received and endorsed the report of its Ad-hoc Committee for the selection of suitable candidates, agreed and recommends to the Conference of Ministers for its approval the results of its deliberations on the appointment of the Executive Director of ACARTSOD. The names of the candidates that were short-listed are given in the order indicated below:

1. Dr. Sadig Rasheed (Sudan)
2. Dr. B. Comoe Krou (Ivory Coast)
3. Dr. Justin Tseayo (Nigeria)

XI. Date and Venue of Next Conference

The Fourth Session of the Conference of African Ministers of Social Affairs is to convene in 1982/83 as stipulated in the Agreement (Art. VII). It is further recommended that the venue should be the Libyan Arab Jamahiriya.